

AMENDMENT OF SOLICITATION / MODIFICATION OF CONTRACT		CONTRACT ID CODE	PAGE OF PAGES 1 7
2. AMENDMENT/MODIFICATION NO. A012	3. EFFECTIVE DATE See Blk. 16 C.	4. REQUISITION/PURCHASE REQ. NO. 36-01GO10429.012, .013, .014	5. PROJECT NO. (If applicable)
6. ISSUED BY Golden Field Office U.S. Department of Energy 1617 Cole Blvd. Golden, CO 80401	CODE	7. ADMINISTERED BY (If other than Item 6) Golden Field Office U.S. Department of Energy 1617 Cole Blvd. Golden, CO 80401 (Jim Damm (303) 275-4744)	CODE
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) Integrated Resource Technologies, Inc. 6564 Loisdale Court Suite 800 Springfield, VA 22150		9A. AMENDMENT OF SOLICITATION NO.	
		9B. DATED (SEE ITEM 11)	
		10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC36-00GO10429	
		10B. DATED (SEE ITEM 13) 03/01/2000	
CODE	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☐ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULTING REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
See Page 2 of this modification

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(/) A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.

B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).

C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:

✓ D. OTHER (Specify type of modification and authority)
FAR 52.232-22 "Limitation of Funds"

E. IMPORTANT: Contractor ☐ is not, ☒ is required to sign this document and return ² copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

See attached page 2 through 7 of this modification.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) FAYE FIELDS PRESIDENT/CEO	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Matthew A. Barron Contracting Officer
15B. CONTRACTOR/OFFEROR Faye Fields (Signature of person authorized to sign)	15C. DATE SIGNED 09/27/01
16B. UNITED STATES OF AMERICA BY Matthew A. Barron (Signature of Contracting Officer)	16C. DATE SIGNED 9/26/01

The purpose of this modification is to (1) add funds in the amount of: \$30,000.00 for Seattle Regional Office, \$50,000 for the Golden Field Office, \$317,367 for the Chicago Regional Office; (2) revise the scope of work for the Seattle Regional Office to add the Program Research Assistant; and (3) incorporate the attached Wage Rate Determination to Attachment D of the Contract. Therefore, the contract is modified as follows:

1. Section B.4, "Limitation of Funds", is hereby modified to read as follows:

Pursuant to the clause entitled "Limitation of Funds," total funds in the amount of \$ 4,563,939.20 have been allotted for obligation and are available for payment of allowable costs and fixed fee to be incurred from the effective date of this contract through the period estimated to end November 30, 2001.

Total amount obligated this action: \$ 397,367.00

Total amount obligated to date: \$ 4,563,939.20

Section G.6 the Accounting and Appropriation Data for this award is as follows:

(Obligation this Action in Bold)

<u>Approp. Symbol</u>	<u>B& R No.</u>	<u>Obj Class</u>	<u>ADS/TTP</u>	<u>AFP</u>	<u>Amount</u>
89X0215.91 HA	EL1702000 EH0901206	251	AL1591	SS	\$ 30,000.00
89X0215.91 HA	EH0601206	252	AL1591	CS	\$ 309,367.00
89X0215.91 HA	EH0120060	252	AL1591	CS	\$ 8,000.00
89X0215.91 HA	ED2000000	251	AL1591	GO	\$ 50,000.00
89X0215.91 HA	EC0904000	251	AL1591	CS	\$ 5,000.00
89X0215.91 HA	EC1504000	251	AL1591	CS	\$ 5,000.00
89X0215.91 HA	EC1701000	251	AL1591	CS	\$ 15,000.00
89X0215.91 HA	ED1801000	251	AL0591	GO	\$ 50,411.58
89X0215.91 HA	ED1906010	251	AL0591	GO	\$ 969,821.00
89X0215.91 HA	ED1906020	251	AL0591	GO	\$ 243,966.66
89X0215.91 HA	EE0801000	251	AL1591	CS	\$ 10,000.00
89X0215.91 HA	EH0301206	251	AL0591	GO	\$ 1,507,580.00
89X0215.91 HA	EH0501206	251	AL0591	BS	\$ 33,000.00
89X0215.91 HA	EH0601206	252	AL0591	CS	\$ 195,180.00
89X0215.91 HA	EH0901206	251	AL0591	SS	\$ 332,495.00
89X0215.91 HA	EL1703000	251	AL1591	CS	\$ 20,000.00
89X0215.91 HK	EC1501000	251	AL1591	CS	\$ 20,000.00
8900224.91 Y0	EB5102206	251	AL0491	GO	\$ 159,117.96
89X0224.91 YA	EB5102206	251	AL1491	GO	\$ 600,000.00

2. Attachment A, "Statement of Work, Seattle Regional Office" is deleted and replaced with the following:

E. **Seattle Regional Office**

Required Services

The Contractor shall provide support services as set forth in Section J, Attachment A, Statement of Work, in the following areas:

1.0 Procurement/Program Support

- 1.1 Support acquisition/financial assistance administration activities including but not limited to the following types of actions:

1.1.1 Provide amendments or modifications, or other procurement documents as assigned;

1.1.2 Prepare drafts of letters relative to the administration and closeout of procurement instruments as assigned;

1.1.3 Perform periodic reviews for required deliverables to include ensuring that all required reports have been submitted, approved, and distributed correctly;

1.1.4 Assist in the recording, tracking, expediting, and reporting status of purchase requisitions, acquisition and assistance instruments, and their associated support documentation;

1.1.5 Assist in solicitation process including preparing, assembling, and distributing solicitations, and tracking and logging in proposals;

1.1.6 Perform data entry (e.g., collecting, inputting, retrieving, and validating, etc.), information retrieval (e.g., generating reports), and data analysis of management information software systems (e.g., Procurement and Assistance Data System (PADS), Windows-Based Systems Approach to Grant Administration (WIN-SAGA) and DISCAS. These systems are associated with the management and administration of procurement instruments; and

- 1.1.7* 1.1.7 Serve as the Seattle Regional Office point of contact for the payment coordination approval process.
- 1.1.8* 1.1.8 Process requisitions for supplies and services as requested by SRO staff utilizing simplified acquisition procedures in support of the responsible Contracting Officer.

2.0 Program Assistant

2.1 Administrative Support of Grant Programs

- 2.1.1. Provide administrative support for grant programs. Prepare transmittal letters, special conditions, Federal Assistance Reporting Requirements checklists, and other grant documents and forms using DOE and other government online resources.
- 2.1.2* 2.1.2 Maintains tracking systems, as needed, in support of the Golden Field Office's Contracting Officer, and other SRO staff relating to receipt, review and approval of required reports under grants and cooperative agreements. Generates routine letters notifying grantees of upcoming deadlines, overdue items, and related events.
- 2.1.3 Provide data entry and analysis using the System Approach to Grants Administration database (SAGA). This includes budget and programmatic information provided by SRO staff.
- 2.1.4* 2.1.4 Mails and distributes grant related correspondence, as needed.

2.2 SRO Resource Center

- 2.2.1* 2.2.1 Organize and maintain the SRO Resource Center, which includes online systems and materials, public information brochures and other technical documents.
- 2.2.2* 2.2.2 Organize and maintain electronic mailing lists and distribute information as requested.

2.3 Records Management

- ~~2.3.1~~ ~~2.3.1~~ Provide records management. Ensure SRO records and forms are consistent with Departmental policy and procedures. Manage records archiving and disposition.

2.4 Conference Logistical Coordination

- 2.4.1 Assist with scheduling conferences, workshops and other large meetings. Develop and maintain database of hotels, meeting rooms and other amenities.

2.5 Other Miscellaneous Support

- ~~2.5.1~~ ~~2.5.1~~ Enter, update and retrieve training data using the DOE Corporate Human Resources Information System (CHRIS) training module. Develop and maintain a training library for SRO staff use. Alert SRO staff of training opportunities based on their individual training plans.
- ~~2.5.2~~ ~~2.5.2~~ Use personal computer networks, including software for word processing, spreadsheets, databases, presentations, and electronic mail/communications. This includes use of commercial off the shelf software as well as DOE legacy systems and the Internet.
- ~~2.5.3~~ ~~2.5.3~~ Provide property management support for SRO Property Manager that includes inventory and disposition. Develops database of property records.

3.0 Program Research Assistant

The Program Research Assistant will provide technical analysis and research assistance to support SRO employees primarily managing the Distributed Energy Resources (DER) program, the Federal Energy Management Program (FEMP) and to assist in administering several renewable resource programs. The Program Research Assistant will be required to support workshops or attend events that have been set up by the program manager. All travel will be within the region.

~~3.1~~ ~~3.1~~ Research Assistant for Federal Energy Management Program (50%)

- 3.1.1 Review, analyze and score project proposals.
- 3.1.2 Review SAVEnergy Audits for reasonableness.

- 3.1.3 Track, summarize and coordinate ALERT audits for the NW.
- ~~3.1.4~~ ~~3.1.4~~ Review and coordinate ESPC project information.
- ~~3.1.5~~ ~~3.1.5~~ Help facilitate training workshops.
- 3.2 Research Assistant for Distributed Energy Resources (30%)
 - ~~3.2.1~~ ~~3.2.1~~ Research Federal, state and local DER and Renewable Resource projects.
 - 3.2.2 Create a database that identifies key projects developed by SRO.
 - ~~3.2.3~~ ~~3.2.3~~ Support the Seattle South lake Union Project.
 - ~~3.2.4~~ ~~3.2.4~~ Assist in coordinating DER workshops and events.
- 3.3 Program Assistant for Renewable Resources (20%)
 - ~~3.3.1~~ ~~3.3.1~~ Help prepare presentation material.
 - ~~3.3.2~~ ~~3.3.2~~ Respond to public inquiries.
 - ~~3.3.3~~ ~~3.3.3~~ Create reports for Headquarters and the public.
 - ~~3.3.4~~ ~~3.3.4~~ Support workshops and training events.

4.0 Secretary/Receptionist Support.

- 4.1 Receive phone calls and visitors.
- 4.2 Open and distribute incoming mail.
- 4.3 Screens/reviews all outgoing correspondence ensuring items are correct and accurate.
- 4.4 Processes all outgoing mail through mail metering system.
- 4.5 Maintain centralized office correspondence tracking system.

- 4.6 Type routine and sometimes complex correspondence.
 - 4.7 Maintains primary log of conference rooms and conference lines.
 - 4.8 Provide copying and faxing services.
 - 4.9 Prepare the majority of travel arrangements, travel authorizations and vouchers for staff travel (which require input into Travel Manager software).
 - ~~4.10~~ ~~4.10~~ Administer office scheduling systems as necessary.
 - ~~4.11~~ ~~4.11~~ Initiates daily transmittal of documents to the Albuquerque Operations Office and Golden Field Office;
 - ~~4.12~~ ~~4.12~~ Serves as backup timekeeper; and
 - 4.13

~~4.13~~ Serves as key operator for various office machines and equipment; making arrangements for maintenance and repairs when needed.
3. Attachment D, Wage Rate Determinations is hereby deleted and replaced with the attached Department of Labor Wage Rate Determination No. 1994-2081, Revision 16, dated 05/31/2001.
4. Except as provided above, all terms and conditions of the contract remain unchanged and in full force and effect.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2081
Revision No.: 16
Date of Last Revision: 05/31/2001

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.81
Accounting Clerk II	10.14
Accounting Clerk III	12.18
Accounting Clerk IV	14.80
Court Reporter	14.05
Dispatcher, Motor Vehicle	14.05
Document Preparation Clerk	9.85
Duplicating Machine Operator	9.85
Film/Tape Librarian	10.43
General Clerk I	8.08
General Clerk II	9.06
General Clerk III	10.08
General Clerk IV	11.86
Housing Referral Assistant	15.01
Key Entry Operator I	9.76
Key Entry Operator II	11.66
Messenger (Courier)	8.58
Order Clerk I	11.02
Order Clerk II	11.63
Personnel Assistant (Employment) I	10.37
Personnel Assistant (Employment) II	11.97
Personnel Assistant (Employment) III	14.05
Personnel Assistant (Employment) IV	15.26
Production Control Clerk	15.26
Rental Clerk	11.97
Scheduler, Maintenance	11.96
Secretary I	11.96
Secretary II	13.48
Secretary III	15.01
Secretary IV	17.29
Secretary V	19.20
Service Order Dispatcher	10.87

Stenographer I	11.68
Stenographer II	14.30
Supply Technician	17.29
Survey Worker (Interviewer)	13.48
Switchboard Operator-Receptionist	10.09
Test Examiner	13.48
Test Proctor	13.48
Travel Clerk I	10.87
Travel Clerk II	11.40
Travel Clerk III	12.20
Word Processor I	10.37
Word Processor II	11.97
Word Processor III	14.05

Automatic Data Processing Occupations

Computer Data Librarian	10.36
Computer Operator I	11.47
Computer Operator II	12.88
Computer Operator III	16.60
Computer Operator IV	18.42
Computer Operator V	20.41
Computer Programmer I (1)	15.06
Computer Programmer II (1)	18.18
Computer Programmer III (1)	22.26
Computer Programmer IV (1)	26.03
Computer Systems Analyst I (1)	21.48
Computer Systems Analyst II (1)	26.80
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.91

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.99
Automotive Glass Installer	16.73
Automotive Worker	16.73
Electrician, Automotive	17.99
Mobile Equipment Servicer	15.50
Motor Equipment Metal Mechanic	17.99
Motor Equipment Metal Worker	16.73
Motor Vehicle Mechanic	17.99
Motor Vehicle Mechanic Helper	14.45
Motor Vehicle Upholstery Worker	16.73
Motor Vehicle Wrecker	16.73
Painter, Automotive	17.33
Radiator Repair Specialist	16.73
Tire Repairer	14.98
Transmission Repair Specialist	17.99

Food Preparation and Service Occupations

Baker	11.56
-------	-------

Cook I	10.50
Cook II	11.56
Dishwasher	7.34
Food Service Worker	7.34
Meat Cutter	11.56
Waiter/Waitress	7.90

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.33
Furniture Handler	14.45
Furniture Refinisher	17.33
Furniture Refinisher Helper	14.45
Furniture Repairer, Minor	16.45
Upholsterer	17.33

General Services and Support Occupations

Cleaner, Vehicles	8.34
Elevator Operator	8.34
Gardener	11.50
House Keeping Aid I	7.35
House Keeping Aid II	8.34
Janitor	8.34
Laborer, Grounds Maintenance	9.09
Maid or Houseman	7.35
Pest Controller	10.58
Refuse Collector	8.34
Tractor Operator	10.66
Window Cleaner	9.09

Health Occupations

Dental Assistant	11.62
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.62
Licensed Practical Nurse I	11.31
Licensed Practical Nurse II	12.69
Licensed Practical Nurse III	14.21
Medical Assistant	10.38
Medical Laboratory Technician	10.38
Medical Record Clerk	9.03
Medical Record Technician	12.50
Nursing Assistant I	7.53
Nursing Assistant II	8.71
Nursing Assistant III	12.03
Nursing Assistant IV	13.50
Pharmacy Technician	11.60
Phlebotomist	9.14
Registered Nurse I	16.56
Registered Nurse II	20.27
Registered Nurse II, Specialist	20.27
Registered Nurse III	25.58

Registered Nurse III, Anesthetist	25.58
Registered Nurse IV	30.66

Information and Arts Occupations

Audiovisual Librarian	16.82
Exhibits Specialist I	16.85
Exhibits Specialist II	20.87
Exhibits Specialist III	25.46
Illustrator I	16.95
Illustrator II	21.00
Illustrator III	25.61
Librarian	19.59
Library Technician	15.69
Photographer I	12.43
Photographer II	14.74
Photographer III	18.26
Photographer IV	22.27
Photographer V	27.02

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.94
Counter Attendant	7.94
Dry Cleaner	9.08
Finisher, Flatwork, Machine	7.94
Presser, Hand	7.94
Presser, Machine, Drycleaning	7.94
Presser, Machine, Shirts	7.94
Presser, Machine, Wearing Apparel, Laundry	7.94
Sewing Machine Operator	9.76
Tailor	12.09
Washer, Machine	9.74

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	17.33
Tool and Die Maker	20.40

Material Handling and Packing Occupations

Forklift Operator	14.70
Fuel Distribution System Operator	15.50
Material Coordinator	15.89
Material Expediter	15.89
Material Handling Laborer	11.86
Order Filler	11.18
Production Line Worker (Food Processing)	12.87
Shipping Packer	11.44
Shipping/Receiving Clerk	11.44
Stock Clerk (Shelf Stocker, Store Worker II)	11.91
Store Worker I	11.44
Tools and Parts Attendant	12.87

Warehouse Specialist

12.87

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.99
Aircraft Mechanic Helper	14.45
Aircraft Quality Control Inspector	11.93
Aircraft Servicer	16.45
Aircraft Worker	16.73
Appliance Mechanic	17.33
Bicycle Repairer	14.98
Cable Splicer	17.99
Carpenter, Maintenance	17.33
Carpet Layer	16.73
Electrician, Maintenance	18.82
Electronics Technician, Maintenance I	17.06
Electronics Technician, Maintenance II	18.62
Electronics Technician, Maintenance III	19.75
Fabric Worker	16.45
Fire Alarm System Mechanic	17.99
Fire Extinguisher Repairer	16.45
Fuel Distribution System Mechanic	17.99
General Maintenance Worker	16.19
Heating, Refrigeration and Air Conditioning Mechanic	17.99
Heavy Equipment Mechanic	17.99
Heavy Equipment Operator	17.99
Instrument Mechanic	17.99
Laborer	8.34
Locksmith	17.33
Machinery Maintenance Mechanic	17.99
Machinist, Maintenance	18.11
Maintenance Trades Helper	14.45
Millwright	17.99
Office Appliance Repairer	17.33
Painter, Aircraft	17.33
Painter, Maintenance	17.55
Pipefitter, Maintenance	18.21
Plumber, Maintenance	17.33
Pneudraulic Systems Mechanic	17.99
Rigger	17.99
Scale Mechanic	16.73
Sheet-Metal Worker, Maintenance	17.99
Small Engine Mechanic	16.73
Telecommunication Mechanic I	17.99
Telecommunication Mechanic II	18.54
Telephone Lineman	17.99
Welder, Combination, Maintenance	17.99
Well Driller	18.18
Woodcraft Worker	17.99
Woodworker	16.73

Miscellaneous Occupations

Animal Caretaker	9.88
Carnival Equipment Operator	9.27
Carnival Equipment Repairer	10.00
Carnival Worker	7.25
Cashier	6.69
Desk Clerk	7.95
Embalmer	20.60
Lifeguard	9.15
Mortician	20.60
Park Attendant (Aide)	8.97
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.14
Recreation Specialist	9.68
Recycling Worker	10.66
Sales Clerk	7.14
School Crossing Guard (Crosswalk Attendant)	8.34
Sport Official	6.21
Survey Party Chief (Chief of Party)	11.04
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.04
Swimming Pool Operator	11.48
Vending Machine Attendant	9.67
Vending Machine Repairer	11.48
Vending Machine Repairer Helper	9.67

Personal Needs Occupations

Child Care Attendant	8.03
Child Care Center Clerk	9.13
Chore Aid	7.41
Homemaker	10.99

Plant and System Operation Occupations

Boiler Tender	19.34
Sewage Plant Operator	17.33
Stationary Engineer	19.34
Ventilation Equipment Tender	14.45
Water Treatment Plant Operator	17.33

Protective Service Occupations

Alarm Monitor	12.85
Corrections Officer	16.36
Court Security Officer	18.53
Detention Officer	18.53
Firefighter	17.56
Guard I	6.72
Guard II	11.17
Police Officer	20.89

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.24
Hatch Tender	15.24
Line Handler	15.24
Stevedore I	14.61
Stevedore II	15.85

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.06
Air Traffic Control Specialist, Station (2)	19.34
Air Traffic Control Specialist, Terminal (2)	21.30
Archeological Technician I	15.15
Archeological Technician II	16.94
Archeological Technician III	21.00
Cartographic Technician	21.00
Civil Engineering Technician	19.24
Computer Based Training (CBT) Specialist/ Instructor	22.13
Drafter I	12.74
Drafter II	14.29
Drafter III	16.95
Drafter IV	20.98
Engineering Technician I	13.25
Engineering Technician II	15.55
Engineering Technician III	18.56
Engineering Technician IV	21.74
Engineering Technician V	24.98
Engineering Technician VI	30.23
Environmental Technician	18.20
Flight Simulator/Instructor (Pilot)	24.95
Graphic Artist	20.00
Instructor	20.60
Laboratory Technician	16.36
Mathematical Technician	19.46
Paralegal/Legal Assistant I	13.51
Paralegal/Legal Assistant II	16.18
Paralegal/Legal Assistant III	19.74
Paralegal/Legal Assistant IV	23.90
Photooptics Technician	19.46
Technical Writer	25.88
Unexploded (UXO) Safety Escort	17.83
Unexploded (UXO) Sweep Personnel	17.83
Unexploded Ordnance (UXO) Technician I	17.83
Unexploded Ordnance (UXO) Technician II	21.57
Unexploded Ordnance (UXO) Technician III	25.86
Weather Observer, Combined Upper Air and Surface Programs (3)	19.01
Weather Observer, Senior (3)	16.77
Weather Observer, Upper Air (3)	16.77

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	14.30
Parking and Lot Attendant	7.94
Shuttle Bus Driver	12.59
Taxi Driver	11.72
Truckdriver, Heavy Truck	15.01
Truckdriver, Light Truck	10.37
Truckdriver, Medium Truck	14.41
Truckdriver, Tractor-Trailer	14.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.